

**California Department of Human Resources
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Dependent Health Vesting Changes—Bargaining Unit 18	REFERENCE NUMBER: 2015-020
DATE ISSUED: July 3, 2015	SUPERSEDES:

This memorandum should be forwarded to:

**Employee Relations Officers
Personnel Officers
Personnel Transactions Supervisors**

FROM: California Department of Human Resources
Benefits Division

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The purpose of this memorandum is to inform employee relations officers, personnel officers, and personnel transactions supervisors of the following dependent health vesting changes for Bargaining Unit 18 employees:

New Hires

Effective July 1, 2015:

- Employees in Bargaining Unit 18 who first become eligible for health benefits on or after July 1, 2015, should be placed in the 75 percent dependent health vesting contribution tier for the first 12 months of service.
- Upon completion of 12 months of service, these employees should begin receiving the full State contribution in effect at that time.

Existing Employees

Effective with the July 2015 pay period:

- The State Controller's Office will place Bargaining Unit 18 employees who were receiving a 50 percent dependent health contribution on June 30, 2015, in the 75 percent contribution tier, until they have completed 12 months of service since first becoming eligible for health benefits.

- The State Controller's Office will place Bargaining Unit 18 employees who were receiving a 75 percent dependent health contribution on June 30, 2015, in the 100 percent contribution tier, if they have completed 12 months of service since first becoming eligible for health benefits.

Tracking and Reporting

Departments should continue their current processes surrounding tracking and reporting of employee vesting status. Any changes in vesting status for Bargaining Unit 18 employees, including Permanent Intermittents, must continue to be reported to the State Controller's Office.

If employees have questions regarding their union agreement, they should contact their union representative directly. If personnel officers, transactions supervisors, or staff have any questions or need additional clarification, please contact Michelle Garbato at (916) 323-0862 or michelle.garbato@calhr.ca.gov.

/s/ Pam Manwiller

Pam Manwiller, Deputy Director of Labor Relations